

Colorado's Employment Demographic Profile

Significanceⁱ

There are an estimated 139 million civil, non-institutional workers in the United States, of which 47% are female, 18% are of a racial minority and 14% are of Hispanic origin. In addition, 17% of those employed work part-time. The makeup of the workforce differs between states and may be important in understanding the occupational health status between and within a state.

In order to assess and prevent work-related injuries and illnesses in Colorado, it is important to understand the demographic and employment characteristics of Colorado's working population.

Methods

The demographic and employment characteristics for civilian workers in Colorado and the United States were obtained using data from the BLS Geographic Profiles of Employment and Unemployment (GP) and Current Population Survey (CPS). Age, gender, race/ethnicity and employment characteristics are described for both Colorado and the United States.

The GP presents annual averages from the CPS. Whenever possible, data for this report were obtained from the GP tables, as these data are the final statistical summary data of the CPS. In some cases, when GP data were not available, preliminary data from the CPS quarterly averages were used. Final numbers of the GP differ slightly from the CPS, but it is expected that the data for labor force participation rates, employment-population ratios and unemployment rates will be little changed. More information about preliminary estimates in the CPS is available through the BLS website.ⁱⁱ

The BLS GP/CPS data capture employment statistics for the ***civilian non-institutional population***, which consists of persons 16 years of age and older residing in the 50 States and the District of Columbia who are not inmates of institutions (for example, penal and mental facilities and homes for the aged). Within this population, the ***civilian labor force*** consists of employed and unemployed persons. ***Employed persons*** are persons who did any work for pay or profit during the survey reference week, persons who did at least 15 hours of unpaid work in a family-operated enterprise and persons who were temporarily absent from their regular jobs because of illness, vacation, bad weather, industrial dispute or various personal reasons. Persons who are neither employed nor unemployed are not in the labor force. This category includes retired persons, students, those taking care of children or other family members and others who are neither working nor seeking work.

The BLS data on civilian workers employed by occupation and industry categories are only reported since 2003. Changes in category definitions in 2003 make it difficult to compare data before this time.

ⁱ Council of State and Territorial Epidemiologists. *Occupational Health Indicators: A Guide for Tracking Occupational Health Conditions and Their Determinants*. Last updated April 2012.

ⁱⁱ <http://www.bls.gov/gps/home.htm>

Results

Employment Characteristics:

Table 1: Employment status of the civilian, non-institutionalized population aged 16 and older, Colorado, 2000-2011

	Total Civilian Non- institutional Population	Civilian labor force	Percent of population in civilian labor force	Total Civilian Non- institutional Population Employed	% Employment	% Unemployment
2000	3,141,000	2,276,000	72.5	2,213,000	97.2	2.8
2001	3,202,000	2,295,000	71.7	2,210,000	96.3	3.7
2002	3,394,000	2,437,000	71.8	2,298,000	94.3	5.7
2003	3,440,000	2,478,000	72.0	2,328,000	93.9	6.1
2004	3,468,000	2,525,000	72.8	2,389,000	94.6	5.4
2005	3,526,000	2,530,000	71.8	2,406,000	95.1	4.9
2006	3,589,000	2,610,000	72.7	2,527,000	96.8	3.2
2007	3,705,000	2,678,000	72.3	2,589,000	96.7	3.3
2008	3,778,000	2,725,000	72.1	2,594,000	95.2	4.8
2009	3,840,000	2,727,000	71.0	2,526,000	92.6	7.4
2010	3,903,000	2,723,000	69.8	2,482,000	91.1	8.9
2011	3,922,000	2,738,000	69.8	2,507,000	91.6	8.4
Average	3,575,667	2,561,833	71.7	2,422,417	94.6	5.4

Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

Table 2: Workforce characteristics ages 16 and older, Colorado and the United States, Averages for 2000-2011

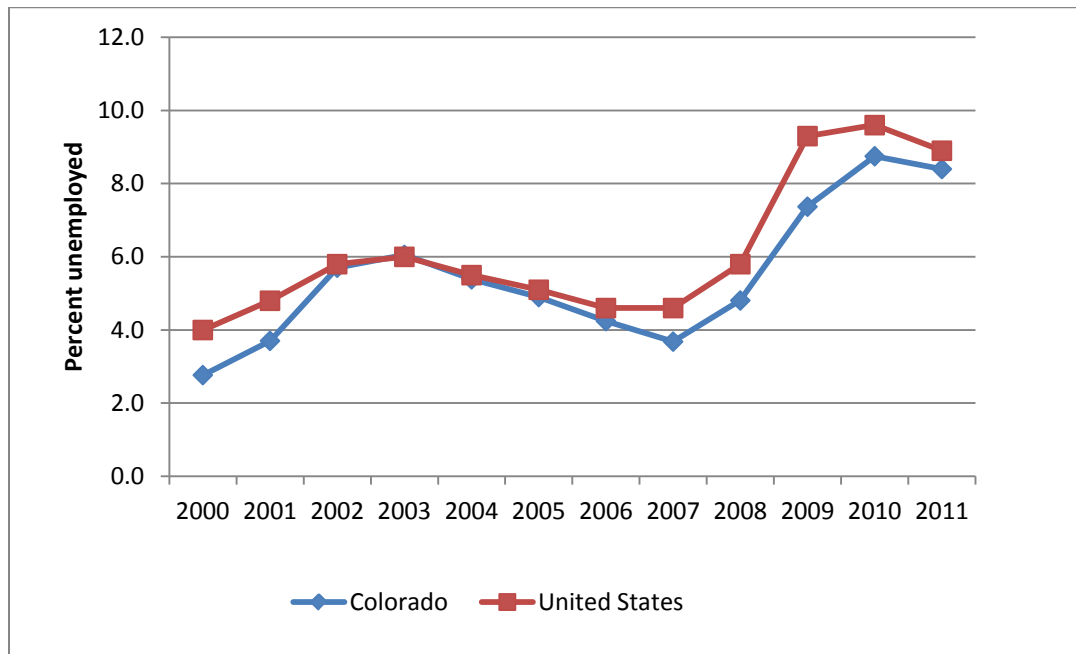
	Colorado	United States
Total employed	2,422,417	140,010,833
% Male	54.8	53.3
% Female	45.2	46.7
% 16-17	1.5	1.7
% 18-64	95.5	94.6
% 65 and older	3.0	3.8
% Caucasian	92.2	82.7
% Black	3.4	10.9
% Other	4.5	6.4
% Hispanic	16.1	13.1
% Unemployed	5.5	6.2
% Self employed	8.0	7.2
% Employed part-time	18.0	17.9
% Work <40 hrs/week	33.8	33.8
% Work 40 hrs/week	36.2	39.9

Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

Note: Race and Hispanic ethnicity are not mutually exclusive categories within the BLS data.

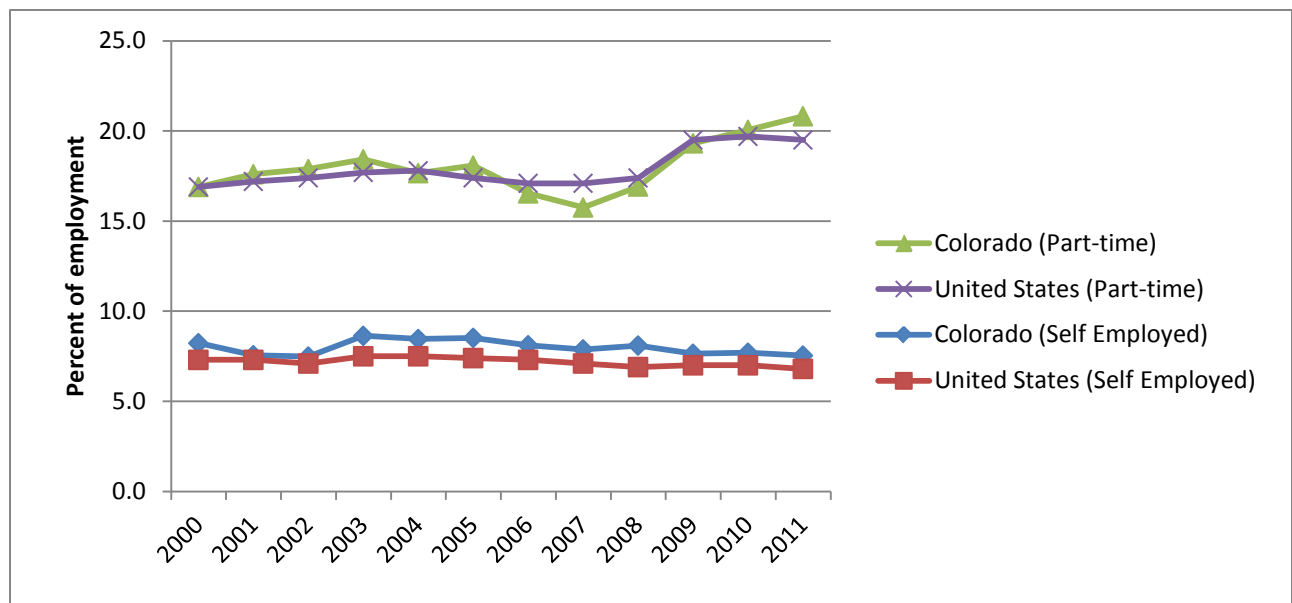
Employment Status:

Figure 1: Percentage of civilian workforce unemployed, Colorado and the United States, 2000-2011



Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

Figure 2: Percentage of civilian workers who are self-employed or employed in part-time jobs*, Colorado and the United States, 2000-2011

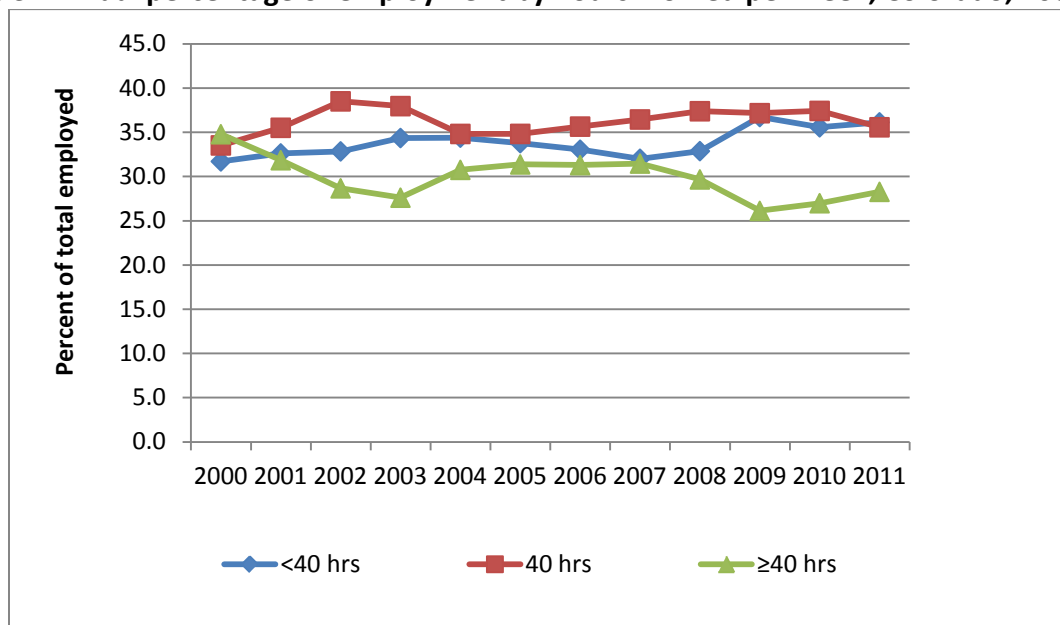


Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

*Self employment and part-time employment status are not mutually exclusive

Hours Worked:

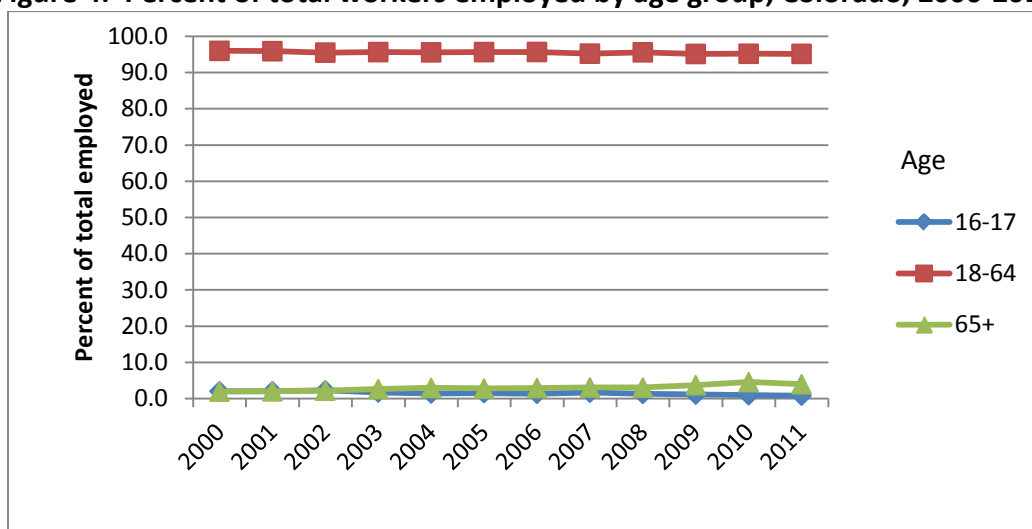
Figure 3: Annual percentage of employment by hours worked per week, Colorado, 2000-2011



Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

Age:

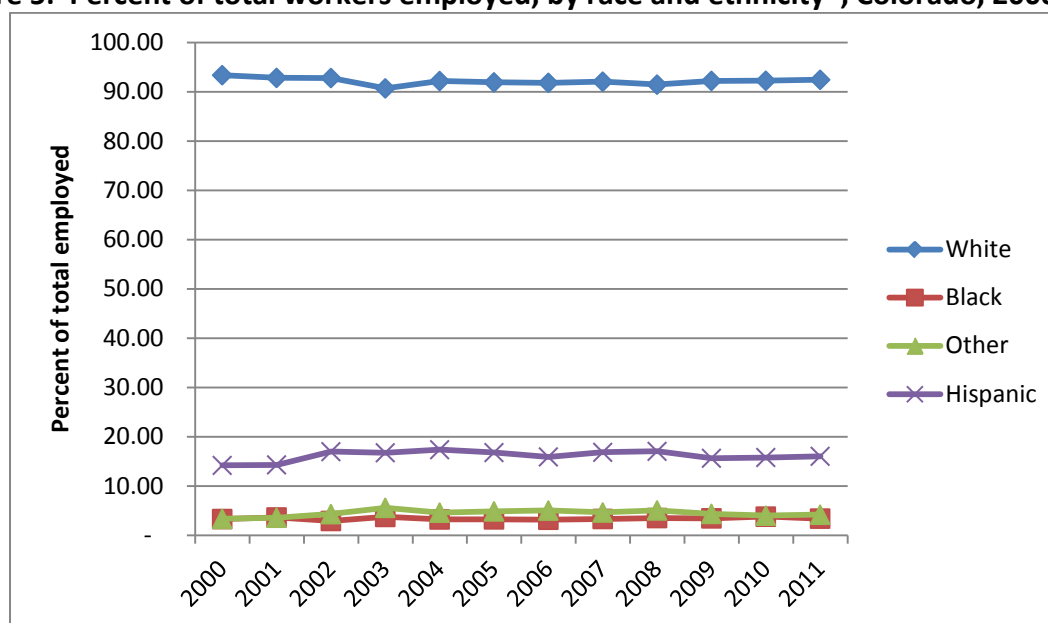
Figure 4: Percent of total workers employed by age group, Colorado, 2000-2011



Source: Bureau of Labor Statistics (BLS) Current Population Survey (CPS) (Accessed by Data Ferret)
The CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

Race/Ethnicity

Figure 5: Percent of total workers employed, by race and ethnicity*, Colorado, 2000-2011

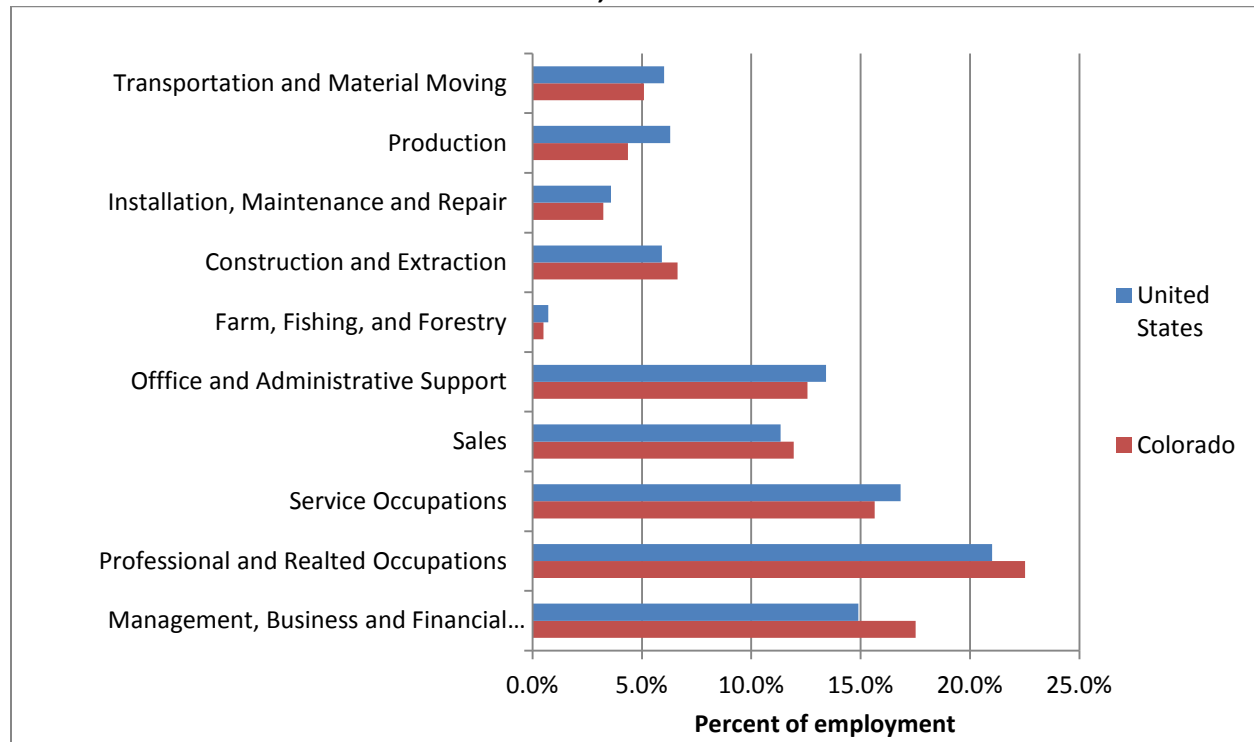


Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

*Hispanic ethnicity is not mutually exclusive of the race categories White, Black and Other.

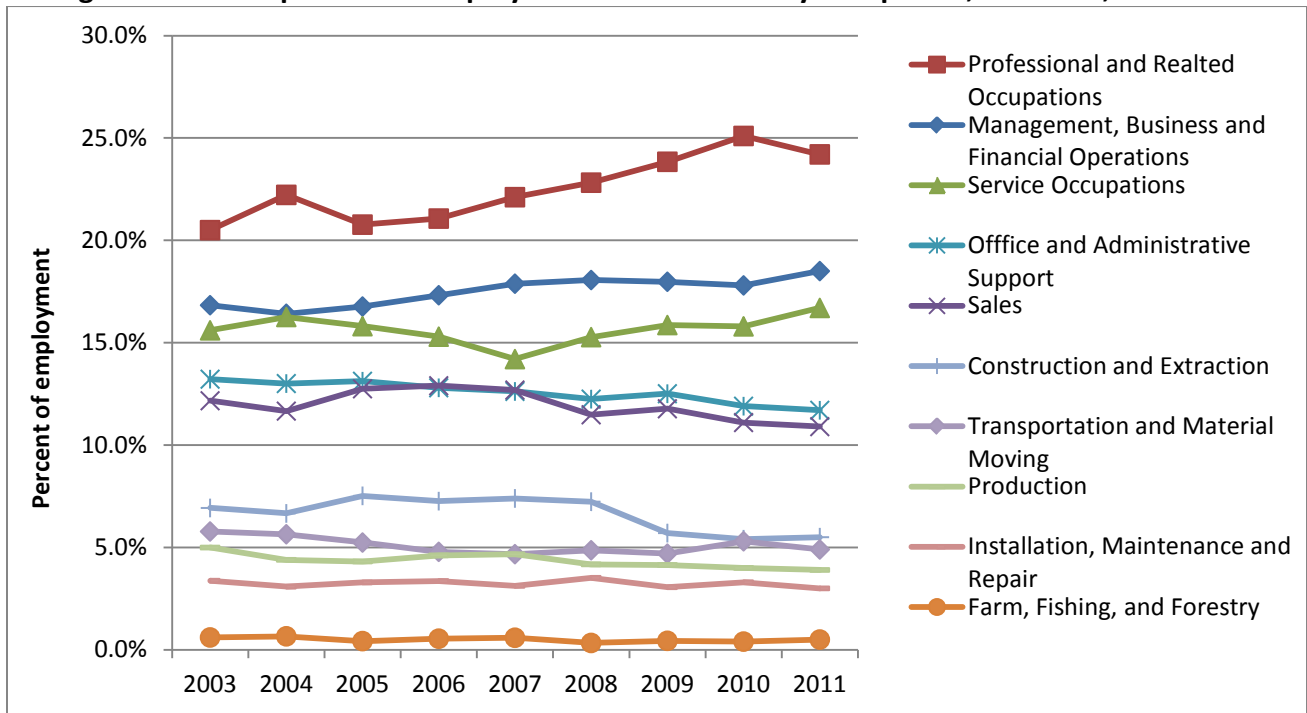
Industry and Occupation:

Figure 6: Average percent of employed civilian workers by occupation, Colorado and the United States, 2003-2011



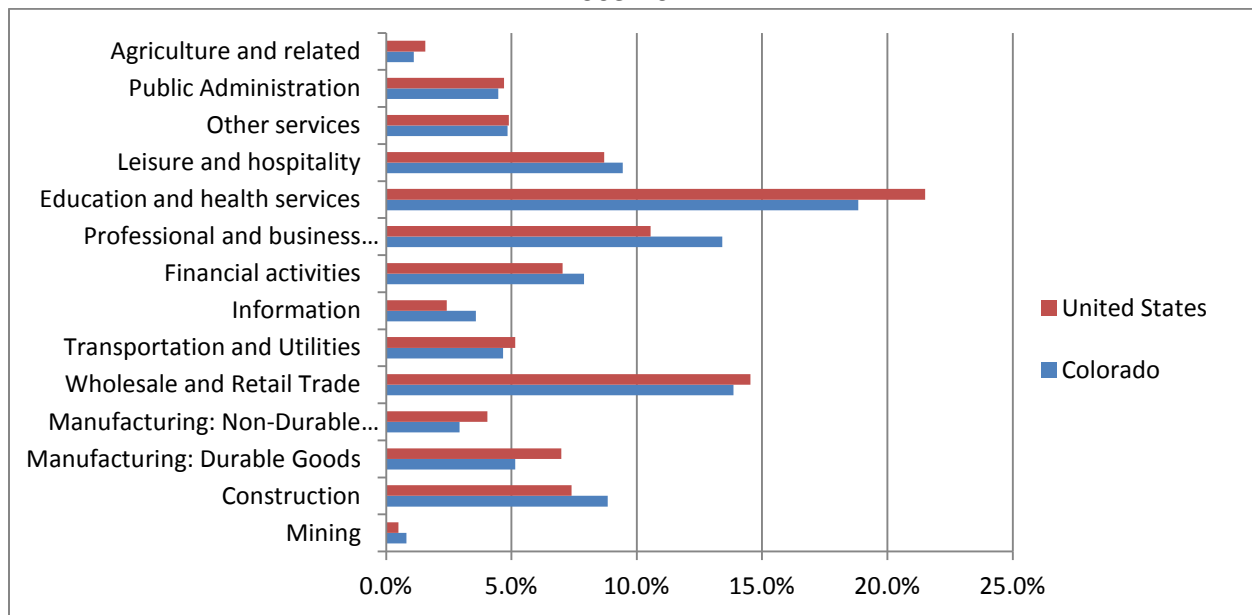
Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

Figure 7: Annual percent of employed civilian workers by occupation, Colorado, 2003-2011



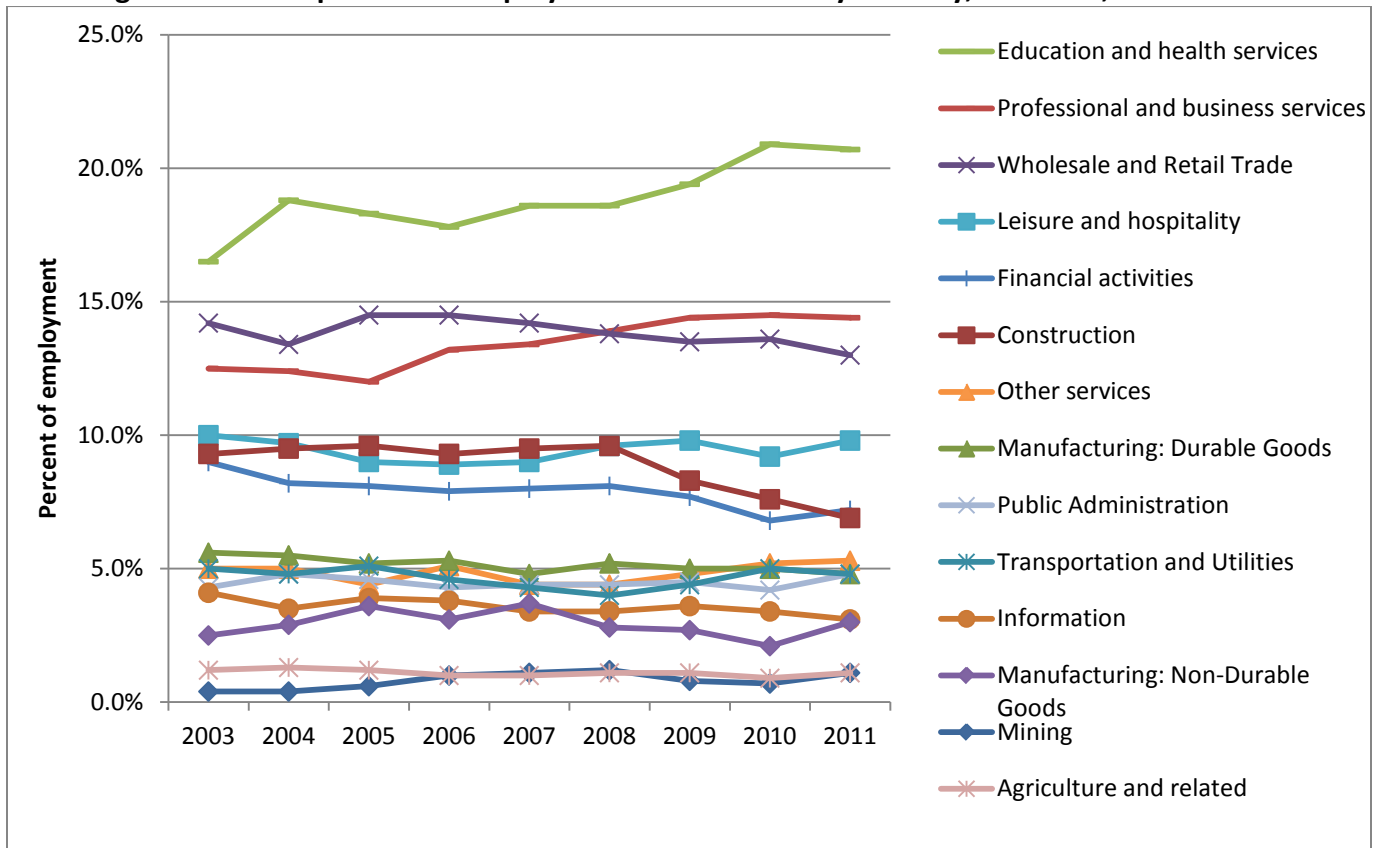
Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

Figure 8: Average percent of employed civilian workers by industry, Colorado and the United States, 2003-2011



Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

Figure 9: Annual percent of employed civilian workers by industry, Colorado, 2003-2011



Source: Bureau of Labor Statistics (BLS), Geographic Profile of Employment and Unemployment (GP) and Current Population Survey (CPS). The GP/CPS excludes workers <16 yrs of age, active-duty military, and inmates in institutions.

Limitations

- Demographic and workforce characteristics are helpful to describe the workforce, but do not directly measure occupational risks or hazards.
- Data originate from the BLS Current Population Survey, a monthly probability sample of households in the United States, and are estimates of the total population.
- Workers under the age of 16, active-duty military and inmates are not included in the estimates.
- The percentage of racial or ethnic workers may be underestimated if they do not have permanent residences or are migratory. Also, in states that experience high rates of seasonal employment, the demographic data are likely to underestimate the size of the population at risk for injuries and illnesses associated with migratory or seasonal work.

Recommendations and Next Steps

- Conduct a more detailed analysis of employment data to describe Colorado's occupation and industry employment by age, gender and race/ethnicity. A comprehensive analysis might include data from the BLS GP/CPS used in this report, as well as other data sources, such as the BLS Local Area Unemployment Statistics (LAU), the BLS Quarterly Census of Employment and Wages (QCEW), the United States Census Bureau and the Colorado Department of Labor and Employment. This

analysis would be useful in unveiling any hidden or underlying disparities in Colorado's employed and unemployed population and in fostering programs to address such issues.

- Determine how workforce demographics and characteristics impact work-related injuries and illnesses in Colorado. A first step toward this objective might be a more detailed review of state workers' compensation (WC) data. The CDPHE has access to First Report of Injury (FRI) data from the Colorado Division of Workers' Compensation. Major limitations of WC data are that they does not contain information on race/ethnicity; data describing the event or exposure are contained in an open-ended text field; and about 15-20% of records have incomplete information on occupation and industry. Opportunities to improve completion of industry and occupation data and to include race/ethnicity on the FRI should be explored in partnership with the Colorado Department of Labor and Employment and WC insurers. An evaluation of WC data might also require coding records by industry based on employer name and address information. The NIOSH Industry and Occupation Computerized Coding System (NIOCCS) software became publically available in the fall of 2012 to assist with this coding.
- Develop methods for tracking Colorado's migratory, seasonal and undocumented working populations. This might be achieved in partnership with community healthcare clinics serving this population, such as the Salud Family Health Centers (www.saludclinic.org).